

Local Selection and Training Standards (LSATS) Project Update



The LSATS project is a comprehensive review and revision of the selection and training standards for the entry level classifications of Adult Corrections Officer (ACO), Juvenile Corrections Officer (JCO), and Probation Officer (PO) as well as correctional Supervisors and Managers. The project consists of several major activities beginning with a job analysis that provides the foundation for identifying training needs and informing subsequent revisions to existing selection and training standards.

PROJECTED TIMELINE, ACTIVITIES, OUTCOMES, AND BENEFITS TO LOCAL AGENCIES

JOB ANALYSIS and A STUDY OF HOW THE JOBS HAVE CHANGED

The Job Analysis Questionnaire (JAQ) was sent out on July 1st to over 6,000 incumbents, supervisors, and managers from 151 different Sheriff, Probation, and Police departments statewide. The JAQ was closed on September 3rd with nearly 4,700 questionnaires returned, constituting a 79% response rate. The statewide and agency-specific reports are being developed and will be made available to agencies in December 2014. Uses for the job analysis information are outlined below. In addition to the Job Analysis, a study of how the ACO, JCO, and PO jobs have changed since Realignment and over time is in progress. This information, along with the Job analysis report will be made available in December 2014.

Outcome and Benefits of the Job Analysis information:

- Provides the foundation for updating STC's selection and training standards.
- Ensures the defensibility of the revised selection and training standards by providing an evidence-based link between the standards and the job requirements as required by professional and legal standards.
- Allows the ACO, JCO and PO positions to be compared and contrasted as a foundation for developing shared selection and training standards where appropriate as a time and cost efficiency.
- Provides current information for county human resource departments to update job descriptions, selection processes, and performance evaluations.
- Allows individual counties to compare their jobs against the statewide standard to address agency-specific selection and training needs.
- Provides the ability to compare individual agency experiences with the changes across the state.
- Provides the ability to identify existing training gaps.